

USDA Commemorates Asian American Heritage

USDA held its official Asian American Pacific Islander Heritage Month Observance on May 25, 2017, with keynote speaker Dotti Li, Managing Director of Transpacific Communications. Participants then took part in a cultural exchange celebration on the Whitten Patio in Washington, D.C.



Asian American Pacific Islander Observance keynote speaker Dotti Li (far left), the Managing Director of Transpacific Communications, addressed participants.

Agricultural Research Service Associate Administrator Dr. Simon Liu (above left) delivered opening remarks.

National Institute of Food and Agriculture's Institute of Bioenergy, Climate, and Environment Deputy Director Luis Tupas (below left) delivered closing remarks.

USDA Celebrates LGBT Pride

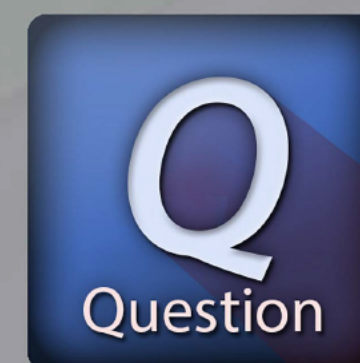
On Thursday, June 8, 2017, USDA officially recognized June as Lesbian/Gay/Bisexual/Transgender Pride Month. Employees gathered to hear from keynote speaker Commissioner Chai Feldblum of the Equal Employment Opportunity Commission (below right.) This year's theme celebrated the Colors of Pride and was marked by a tribute to Gilbert Baker, creator of the iconic Rainbow Pride flag. Click here to view "How the Rainbow Pride Flag Came to Be:" <https://youtu.be/Sbzpr2jalQ>

The employee resource group, Equality USDA (formerly known as USDA GLOBE), also honored retiring APHIS employee William Aley (below left) for his 32 years of federal service, and in particular for his work to improve the workplace for USDA's LGBT employees.



USDA Photos by Lance Cheung





2018 Pride Observance

Sponsored by FPAC, FSIS, NASS, & NIFA

All are welcome to attend!

Thursday June 7 at 10:00am ET on the Whitten Patio.



The USDA is an Equal Opportunity Provider, Employer and lender.



**THE FARM SERVICE AGENCY, RISK MANAGEMENT AGENCY,
NATURAL RESOURCES CONSERVATION SERVICE, AND
FOOD SAFETY INSPECTION SERVICE PRESENT:**

Lesbian, Gay, Bi-sexual, Transgender **PRIDE MONTH**



ELEMENTS OF US: OUT IN RURAL AMERICA

THURSDAY, JUNE 7, 2018 WHITTEN PATIO 10:00 A.M.



KEYNOTE SPEAKER:
ERIN URITUS, CEO
Out and Equal Workplace Advocates

Reasonable accommodations and accessibility: Deborah.Allen@wdc.usda.gov 202-401-7150

PROGRAM ELEMENTS OF US: OUT IN RURAL AMERICA

Master of Ceremonies

Jeremy Wood, National LGBT Special Emphasis Program Manager
Natural Resources Conservation Service

Presentation of Colors*

U.S. Military District of Washington Joint Armed Forces Honor Color Guard
Washington, D.C.

National Anthem*

Tremayne Wilson, National LGBT Special Emphasis Program Manager
National Agricultural Statistics Services

Pledge of Allegiance*

Debbie Allen, National Special Emphasis Program Manager
Farm Service Agency

FPAC Address

Tom Morgart, State Conservationist - Connecticut
Natural Resources Conservation Service

Equality USDA Remarks

Meghan Walter, Equality USDA President
Natural Resources Conservation Service

Equality USDA Shining Star Award Presentation

Kimberly Kelley, National LGBT Special Emphasis Program Manager
Food Safety and Inspection Service

Keynote Speaker

Erin Uritus, CEO
Out and Equal Workplace Advocates

Closing Remarks

**Audience Please Stand*

Register for diversity credit in Aglearn: <https://tinyurl.com/ych9xrvj>

**Jeremy Wood**

Management Analyst
North Carolina Office, NRCS

Jeremy Wood is the Management Analyst for the North Carolina Office of the Natural Resources Conservation Service (NRCS) in the U.S. Department of Agriculture (USDA). Jeremy came to NRCS after 16 years of service with USDA's Animal & Plant Health Inspection Service (APHIS) where he worked in Program Support for the Animal Care program, whose charge is to

uphold and enforce the Federal Animal Welfare and Horse Protection Acts.

For over seven years, Jeremy has served as a Special Emphasis Program Manager for the LGBTQ Programs at APHIS and NRCS, and currently serves as the National LGBTQ SEPM for NRCS. In this role, he's worked with SEPMs from across the under our One Team One Mission focus. Jeremy was instrumental in the creation and implementation the USDA LGBT SEP Committee which implemented this strategy to unify Programs in all Department Agencies and Mission Areas to deliver a single message of equality and the branding of USDA as a welcoming workplace.

Jeremy also serves as the Communications Director for Equality USDA, the employee resource group for LGBTQ+ USDA employees and retirees. He has worked tirelessly over the past 3 years with his department colleagues to revitalize, restructure, and rebrand USDA GLOBE as Equality USDA, a more inclusive and effective ERG in service of our fellow LGBTQ+ and Allied members.



Thomas L. Morgart

State Conservationist

CONNECTICUT

Thomas Morgart has served as State Conservationist for the USDA-Natural Resources Conservation Service in Connecticut since October 5, 2015. In the time he has been here, he has overseen the success of:

- The Emergency Watershed Protection Flood Plain Easement Program that brought \$5 million to Connecticut property owners who suffered huge losses following Hurricane Sandy (in 2012)
- The closing of more than \$7.2 million in easements on over 1,700 acres
- The obligation of more than \$9.5 million for conservation programs on over 25,000 acres
- Has worked closely with conservation partners in getting \$17+ million in state, multi-state, and national Regional Conservation Partnership Program (RCP) projects off the ground
- Connecticut's portion of the New England Cottontail Initiative

Morgart grew up in western Pennsylvania and spent summers working for relatives on two different family farms. After high school, he attended Pennsylvania State University where he earned a B.S. in Horticulture. From there he worked as a grower at a large greenhouse operation.

After the greenhouse, Morgart took a job as a crop consultant with the Lehigh Valley Crop Association. There he provided nutrient and pest management recommendations and economic analyses of crops for members. His efforts in conservation got him noticed by the North Jersey RC&D Council. He was offered, and accepted, a job with them and was stationed in the NRCS Field Office in Flemington, New Jersey. The position, funded through a 319 grant, required him to provide nutrient and pest management, and economic analyses to agricultural producers of the area, as well as to work with NRCS staff on conservation activities. In 2001, when a soil conservationist position for NRCS came open, Morgart applied and was selected; thus beginning his federal career. The Flemington Field Office services an agriculturally-rich part of the State of New Jersey.

From there, Morgart applied, and was chosen, for the position of EQIP Program Manager in Maryland. He relocated and spent five years in that job, before he was selected Assistant State Conservationist for Programs, where he oversaw the EQIP, AMA, CSP, CBWI, FRPP, and WRP Programs. During that time, he did a nine month collateral duty as Chesapeake Bay Watershed Initiative Coordinator, representing the agency at the federal and state level. He also served as the Acting National EQIP Team Leader during a detail to National Headquarters, and as Acting State Conservationist in Maryland for several months. He held the position of ASTC-Programs until he was selected as State Conservationist for Connecticut.

Morgart quickly acclimated to Connecticut, noting it reminds him of his home state of Pennsylvania. After more than two years, he continues to enjoy his journey with the staff as they work together to keep agriculture thriving in a state that may be the third smallest, but – according to the 2012 Census of Agriculture – has a large agricultural presence. There are approximately 6,000 farms in Connecticut, which is a 60% increase since 1982. The farms are small in size due to the terrain, which ranges from mountains in the northeast, to coastal areas along Long Island Sound. Agriculture in the state is quite diverse with crops such as vegetables, nurseries and greenhouses, aquaculture, and livestock and poultry operations, and is a large part of the economy. Morgart and his staff are held in high regard by conservation partners and the state's producers.



Meghan Walter

State Hydraulic Engineer
NRCS

Meghan Walter is the State Hydraulic Engineer for the Natural Resources Conservation Service (NRCS) in the U.S. Department of Agriculture (USDA) in Oregon. She is responsible for providing technical expertise in dam safety, hydrology, hydraulics, and watershed restoration in support of conservation on private lands.

Meghan is the President of Equality USDA (formerly USDA GLOBE), the employee resource group for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) USDA employees and retirees. She also serves as the Chair of Pride in Federal Service, an interagency work group focused on equal employment opportunity and engagement related to sexual orientation, gender identity, and gender expression.

Prior to her work with Equality USDA and Pride in Federal Service, Meghan served six years as a Special Emphasis Program Manager for LGBTQ+ Program at NRCS. In this role, she created and implemented recruitment and outreach strategies to connect with LGBTQ+ people living and working in rural spaces. She delivered over 40 presentations, trainings, and educational programs on creating welcoming workplaces in the federal government and wrote a handbook for implementing the LGBTQ+ Special Emphasis Program at NRCS. In 2015, Meghan received the Shining Star award from Equality USDA for her dedication, compassion and enthusiasm in support of LGBTQ+ USDA employees. 2017, she received the USDA California/Nevada Pride Award for her advocacy on behalf of LGBTQ+ USDA employees as the National USDA-NRCS LGBT Special Emphasis Program Manager.

Meghan holds a Bachelor of Science degree in Civil Engineering from the University of Iowa and a Master of Science degree in Water Resources Engineering from Tufts University. She is a licensed Professional Engineer.

**Kimberly Kelley**

Training and Program Analysis Specialist
Food Safety and Inspection Service, FSIS

Kimberly Kelley serves as a Senior Training and Program Analysis Specialist for the Food Safety and Inspection Service . In her nine years in employee, leadership, and organizational development, Kimberly finds it most fulfilling to educate the importance of understanding perspectives, inclusion, and collaboration.

Kimberly is the Vice President of Equality USDA, the employee resource group for lesbian, gay, bisexual, transgender, and queer (LGBTQ+) USDA employees and retirees. Kimberly's road to leadership advocacy roles has taken high speeds within the last several years. Kimberly has served as a Chair and special projects manager her program area's Equal Employment Opportunity Advisory Committee (EEOAC), and is currently serving a second term as the FSIS LGBT special emphasis program manager. Kimberly believes it is important to the LGBT community to prove themselves professionally, and sexual orientation or gender identity should never define or devalue a person's abilities or skills. As empathy is the prerequisite for understanding, Kimberly is motivated to continue to help educate USDA employees regarding LGBT challenges and issues. Kimberly feels the more we can support diversity and inclusion as a necessity, the more we will be able to continue to make USDA a welcoming workplace and an employer of choice.



Erin Uritus

CEO, Out & Equal Workplace Advocates

Throughout her career, Erin Uritus has worked to lead mission-driven organizations and their staff partner with and energize stakeholders to achieve extraordinary impact, navigate through historical challenges and opportunities, and become healthier and happier along the way.

As a leader on the Strategic Communications Team at Booz Allen, she helped government agencies around the world navigate change and drive transformation. Her work with the Department of Homeland Security led to agency-wide efforts for Citizenship and Immigration Services to include employees in the strategic planning and re-branding of their organization. From 2007-2011, Erin worked for a major Middle East government in support of its efforts to modernize and restructure, which was happening during the 2007 economic crash, subsequent “Arab Spring” revolutions, and major Nationalization programs. She was only one of two Western Expat women working as a Director in the government, facilitated the first-ever executive leadership retreat for its highest governing body, and co-authored a book about Change Management in government -- published in both Arabic and English.

Erin became involved with Out & Equal as an ERG leader at Booz Allen, which sponsored her to attend her first Out & Equal Summit in Orlando. She went on to join the Out and Equal Board of Directors, co-founded the Out & Equal DC Chapter Affiliate, and eventually served as Co-Chair for the Out & Equal DC Summit in 2007 before becoming Out & Equal’s CEO in 2018.

Erin has a Masters in Organization Development (OD) from American University, and two Masters certificates in Change Management and Performance Management from Johns Hopkins and Georgetown, respectively. She lives in Washington DC with her two beautiful daughters Amira and Haneen.

Erin has never and will never stop fighting for equality, and believes – as often stated during Out and Equal Summits by founder and pioneer Selisse Berry – love will always win. She is thrilled and honored to partner with newly-elected Chair Michael Cox (Comcast), the Out and Equal Board and staff, sponsors and friends to build on 20 years of amazing work, and help lead Out and Equal into the future.



U. S. Equal Employment Opportunity Commission

PREVENTING EMPLOYMENT DISCRIMINATION AGAINST LESBIAN, GAY, BISEXUAL OR TRANSGENDER WORKERS

Employment discrimination is illegal. Discrimination occurs when you are being treated differently than others (or are harassed) **because of** your race, color, national origin, sex, pregnancy, religion, age, disability, or genetic information. It is also against the law for an employer to retaliate against you because you report discrimination against you or on behalf of others.

Although Title VII of the Civil Rights Act of 1964 does not explicitly include sexual orientation or gender identity, the EEOC and courts have said that **sex discrimination** includes discrimination based on an applicant or employee's gender identity or sexual orientation. For example, it is illegal for an employer to deny employment opportunities or permit harassment because:

- A woman does not dress or talk in a feminine manner.
- A man dresses in an effeminate manner or enjoys a pastime (like crocheting) that is associated with women.
- A female employee dates women instead of men.
- A male employee plans to marry a man.
- An employee is planning or has made a gender transition from female to male or male to female.

Who is protected?

Title VII applies to all private sector and state/local government employers with at least 15 employees. Note: State or local laws in your jurisdiction also may explicitly prohibit employment discrimination based on sexual orientation or gender identity.

Applicants and civilian employees of federal government agencies also have rights against LGBT discrimination under Title VII, and also Executive Order 11478, as amended.

Discrimination against an individual because that person is **transgender**, is by definition discrimination based on sex, and violates Title VII. *Macy v. Department of Justice*, EEOC Appeal No. 0120120821 (April 20, 2012) (transgender discrimination is sex discrimination in violation of Title VII because it involves non-conformance with gender norms and stereotypes, or based on a plain interpretation of the statutory language prohibiting discrimination because of sex); *Lusardi v. Dep't of the Army*, EEOC Appeal No. 0120133395 (March 27, 2015) (Title VII is violated where an employer denies an employee equal access to a common restroom corresponding to the employee's gender identity, or harasses an employee because of a gender transition, such as by intentionally and persistently failing to use the name and gender pronoun corresponding to the employee's gender identity as communicated to management and employees).

Discrimination based on **sexual orientation** also necessarily states a claim of sex discrimination under Title VII because (1) it literally involves treating an applicant or employee differently based on his or her sex, (2) it takes sex into account by treating him or her differently for associating with a person of the same sex, and, (3) it involves discrimination based on gender stereotypes -- employer beliefs about the person to whom the employee should be attracted because of the employee's sex. *Baldwin v. Dep't of Transportation*, EEOC Appeal No. 0120133080 (July 15, 2015). Examples of sex discrimination involving sexual orientation include:

- Denying an employee a promotion because he is gay or straight
- Discriminating in terms, conditions, or privileges of employment, such as by providing a lower salary to an employee because of sexual orientation, or denying spousal health insurance benefits to a female employee because her legal spouse is a woman, while providing spousal health insurance to a male employee whose legal spouse is a woman.
- Harassing an employee because of his or her sexual orientation, for example, by derogatory terms, sexually oriented comments, or disparaging remarks for associating with a person of the same or opposite sex.

It also violates Title VII to discriminate against or harass an employee because of his or her sexual orientation or gender identity in combination with another unlawful reason, for example, on the basis of transgender status and race, or sexual orientation and disability.

How Do I Report Workplace Discrimination?

Employees or applicants of a private company, state government, or local municipality: EEOC will investigate complaints of employment discrimination, harassment and retaliation and may act to stop it and seek remedies on your behalf for free. We accept complaints from job applicants, employees (full-time, part-time, seasonal and temporary), and former employees. Regardless of your citizenship and work authorization status, the law still protects you. Complaints may be filed by mail or in person at the nearest EEOC office. Visit www.eeoc.gov to find out more about laws against employment discrimination. In some cases, you have 180 days to file a complaint. In others, you have 300 days. Call us immediately if you believe you experienced discrimination.

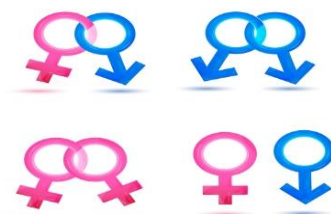
Federal government applicants and employees should contact their agency EEO office within 45 days of experiencing discrimination to pursue a Title VII claim. Federal employees also may have rights to pursue claims in internal processes governed by E.O. 11478.

The Equal Employment Opportunity Commission is the federal agency that enforces laws against employment discrimination, harassment and retaliation. We have offices around the country that can help you. We can explain whether the situation you face is lawful or unlawful.

Contact Us!

Call 1-800-669-4000

You can ask for translation assistance.



Our mission is to stop and remedy unlawful employment discrimination.

LGBT Resources and Links

- EEOC, Brochure on Preventing Employment Discrimination Against Lesbian, Gay, Bisexual, or Transgender Employees, available online at http://www.eeoc.gov/eeoc/publications/brochure-gender_stereotyping.cfm.
- EEOC-OPM-OSC-MSPB Guide: Addressing Sexual Orientation and Gender Identity Discrimination in Federal Civilian Employment, available online at <http://www.opm.gov/LGBTGuide>
- EEOC, Examples of Court Decisions Supporting Coverage of LGBT-Related Discrimination Under Title VII, available online at www.eeoc.gov/eeoc/newsroom/wysk/lgbt_examples_decisions.cfm
- EEOC, Fact Sheet: Bathroom Access Rights for Transgender Employees Under Title VII of the Civil Rights Act of 1964, available online at www.eeoc.gov/eeoc/publications/fs-bathroom-access-transgender.cfm
- EEOC, Fact Sheet on Recent EEOC Litigation Regarding Title VII & LGBT-Related Discrimination, available online at www.eeoc.gov/eeoc/litigation/selected/lgbt_facts.cfm
- EEOC, Preventing Employment Discrimination Against Lesbian, Gay, Bisexual or Transgender Workers, available online at https://www.eeoc.gov/eeoc/publications/brochure-gender_stereotyping.cfm
- EEOC, Processing Complaints of Discrimination by Lesbian, Gay, Bisexual, and Transgender (LGBT) Federal Employees, available online at https://www.eeoc.gov/federal/directives/lgbt_complaint_processing.cfm
- EEOC, What you Should Know about EEOC and the Enforcement Protections for LGBT Workers, available online at https://www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm
- Executive Order 13087, 63 FR 30097, 3 C.F.R. 13087 (1998, May 28). Retrieved from <http://www.gpo.gov/fdsys/pkg/CFR-1999-title3-vol1/pdf/CFR-1999-title3-vol1-eo13087.pdf>
- Human Rights Campaign Foundation. (2009). Degrees of equality: A national study examining workplace climate for LGBT employees, available online at http://hrc-assets.s3-website-us-east-1.amazonaws.com/files/assets/resources/DegreesOfEquality_2009.pdf
- Office of Special Counsel, Recent OSC Efforts to Stop LGBT Discrimination in the Federal Workplace, available online at <https://osc.gov/News/pr15-14.pdf>
- Office of Special Counsel, The Unique Role of the Office of Special Counsel in Protecting the Rights of Lesbian, Gay, Bisexual, and Transgender Employees in the Federal Workplace (PowerPoint presentation, 2014), available online at <https://osc.gov/Resources/2014%20OSC%20LGBT%20Slides.ppt>

- Office of Personnel Management Guidance on Employment of Transgender Individuals, available online at www.opm.gov/policy-data-oversight/diversity-and-inclusion/reference-materials/gender-identity-guidance/
- U.S. Department of Labor/OSHA Guide to Restroom Access for Transgender Workers, available online at <https://www.osha.gov/Publications/OSHA3795.pdf>
- U.S. Department of Justice Memorandum on Treatment of Transgender Employment Discrimination Claims Under Title VII of the Civil Rights Act of 1964, <http://www.justice.gov/file/188671/download>
- U.S. Department of Labor, Advancing LBTB Workplace Rights, available online at <https://www.dol.gov/asp/policy-development/lgbt-report.pdf>
- U.S. Merit Systems Protection Board, New MSPB Report Examines Sexual Orientation and the Federal Workplace, available online at <http://www.mspb.gov/netsearch/viewdocs.aspx?docnumber=1026756&version=1030759&application=ACROBAT>
- U.S. Merit Systems Protection Board. (2014, May). Sexual orientation and the federal workplace: Policy and perception, available online at <http://www.mspb.gov/netsearch/viewdocs.aspx?docnumber=1026379&version=1030388&application=ACROBAT>
- The Williams Institute, Badgett, M. V. L., Lau, H., Sears, B., & Ho, D. (2007, June). Bias in the workplace: consistent evidence of sexual orientation and gender identity discrimination. Retrieved from <http://williamsinstitute.law.ucla.edu/wp-content/uploads/Badgett-Sears-Lau-Ho-Bias-in-the-Workplace-Jun-2007.pdf>

Acknowledgements

Out and Equal Workplace Associates

United States Department of Agriculture:

Agricultural Marketing Service
Food Safety and Inspection Service
Food and Nutrition Service
Foreign Agricultural Service
Federally Employed Women
National Agricultural Statistics Service
National Institute of Food and Agriculture
Natural Resources Conservation Service
Risk Management Agency
Office of Operations - Executive Services
Office of Operations - Printing Services
Target Center - Interpreting Services
Security Office

Farm Service Agency:

Administrator
Deputy Administrator for Management
Office of Civil Rights
Office of External Affairs- Public Affairs
Office of External Affairs – Graphic Productions
Management Services Division
United State Offices, Collateral Duty Special Emphasis Program Coordinators
Kansas City, Missouri Human Resources Division
Washington, DC, Human Resources Division

This image shows a single sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



In accordance with Federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, the USDA, its Agencies, offices, and employees, and institutions participating in or administering USDA programs are prohibited from discriminating based on race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity, in any program or activity conducted or funded by USDA (not all bases apply to all programs). Remedies and complaint filing deadlines vary by program or incident.

Persons with disabilities who require alternative means of communication for program information (e.g., Braille, large print, audiotope, American Sign Language, etc.) should contact the responsible Agency or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339. Additionally, program information may be made available in languages other than English.

To file a program discrimination complaint, complete the USDA Program Discrimination Complaint Form, AD-3027, found online at [How to File a Program Discrimination Complaint](#) and at any USDA office or write a letter addressed to USDA and provide in the letter all of the information requested in the form. To request a copy of the complaint form, call (866) 632-9992. Submit your completed form or letter to USDA by: (1) mail: U.S. Department of Agriculture, Office of the Assistant Secretary for Civil Rights, 1400 Independence Avenue, SW, Washington, D.C. 20250-9410; (2) fax: (202) 690-7442; or (3) email: program.intake@usda.gov.

USDA is an equal opportunity provider, employer, and lender.

LGBTQ+ Pride Month
JUNE 2019

Honoring Our Roots
GROWING OUR FUTURE



2019

USDA LGBTQ+ PRIDE MONTH OBSERVANCE

Honoring Our Roots, Growing Our Future

June 6, 2019 ∞ 10-11 a.m. ET
Jefferson Auditorium, Washington, D.C.



United States Department of Agriculture
Equality USDA



“Equality is the soul of liberty; there is, in fact, no liberty without it.”

- Frances Wright

Welcome

It is important to remember what has brought us to this point. We cannot forget the struggles of those who came before us, who sacrificed to ensure that we have the freedoms and rights we now enjoy. Today, we reap the benefits of those who planted the seeds of justice and equality for LGBTQ+ communities. Today, we honor our roots, and look forward to growing our future together.

In 2019, we honor the 50th anniversary of the Stonewall uprising and the 10th anniversary of USDA's LGBTQ+ Special Emphasis Program. Over the years, there have been laughter and tears, joys and sorrows, and love and heartbreaks. Through the ups and downs, the one thing that remains constant is that we are all shaped by these experiences. These experiences make each one of us who we are today – unique individuals who are a part of the USDA family.



Tremayne Wilson
National LGBTQ+ Special Emphasis Program Manager



*Creating and fostering a work environment free of
discrimination and harassment based on sexual
orientation, gender identity, and gender expression.*



2019 USDA LGBTQ+ Pride Month Program

Welcome

Jeremy Wood, National LGBTQ+ Special Emphasis Program Manager
Natural Resources Conservation Service

Presentation of Colors *(please stand)*

National Anthem *(please stand)*

Tremayne Wilson, National LGBTQ+ Special Emphasis Program Manager
National Agricultural Statistics Service

Pledge of Allegiance *(please stand)*

Brent Elrod, National LGBTQ+ Special Emphasis Program Manager
National Institute of Food & Agriculture

Agency Leadership Remarks

Melissa Drummond, Chief Human Capitol Officer
Farm Production & Conservation Mission Area

Lenise Lago, Associate Chief
Forest Service

Equality USDA Remarks

Meghan Walter, President, Equality USDA
Natural Resources Conservation Service

Equality USDA Shining Star Award Presentation

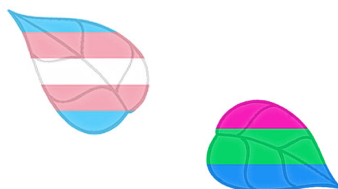
Kimberly Kelley, National LGBTQ+ Special Emphasis Program Manager
Food Safety & Inspection Service

Keynote Speaker

Mark Segal
Founder and Publisher, Philadelphia Gay Star News

Closing Remarks

Barbara Rater, Director, Census and Survey Division
National Agricultural Statistics Service



Note: The acronym “LGBTQ+” is used by Equality USDA to represent the range of sexual orientations, gender identities, and gender expressions present in our world, including but not limited to: lesbian, gay, bisexual, transgender, queer, questioning, pansexual, Two Spirit, gender nonconforming, nonbinary, intersex, asexual, and ally.

Speaker



MELISSA DRUMMOND

Chief Human Capital Officer

Farm Production & Conservation Mission Area (FPAC)

Melissa Drummond is the Chief Human Capital Officer for USDA's FPAC mission area. Ms. Drummond previously served as Chief Human Resources Officer (CHRO) for USDA's Natural Resources Conservation Service (NRCS). During her tenure as the NRCS CHRO, she led efforts to regain NRCS' hiring authority and served as the NRCS lead for the start-up of a new business center in the FPAC mission area. Ms. Drummond has been in Federal Service for over 30 years, starting as a summer hire for the Department of the Army. Ms. Drummond was born in Maryland and attended both Elizabethtown College in Pennsylvania and the University of Barcelona in Spain.



BRENT ELROD

Program Leader

National Institute of Food & Agriculture (NIFA)

Brent Elrod is the National Program Leader for Community Development in the Institute of Youth, Families & Communities for USDA's NIFA. Brent's work supports a portfolio of research, education, and extension programs that emphasize improving the health, nutrition, and family and community quality of life in rural America through the coordination of grant programs, resources, and partnerships. Brent is a lifetime member and senior Champion of Equality USDA. He also serves as the National LGBTQ+ Special Emphasis Program Manager for NIFA.



KIMBERLY KELLEY

Senior Training and Program Analysis Specialist

Food Safety and Inspection Service (FSIS)

Kimberly Kelley serves as a Senior Training and Program Analysis Specialist for the Food Safety and Inspection Service. In her ten years working in employee, leadership, and organizational development, she finds it most fulfilling to educate on the importance of understanding perspectives, inclusion, and collaboration. Kimberly is the Vice President of Equality USDA, the employee resource group for LGBTQ+ USDA employees and retirees. She has served as a chair and special projects manager in her program area's Equal Employment Opportunity Advisory Committee (EEOAC). Ms. Kelley is currently serving a second term as the FSIS

LGBTQ+ special emphasis program manager. As empathy is the prerequisite for understanding, Kimberly is motivated to continue to help educate USDA employees about issues and challenges facing USDA LGBTQ+ employees and retirees.



Lenise Lago

Associate Chief

Forest Service

Lenise Lago grew up in Athens, Georgia, where she attended the University of Georgia, earning a Bachelor's Degree in Timber Management and a Master of Forest Resources from the University of Georgia's Warnell School of Forest Resources. Lenise worked briefly in the forest products industry before joining the Forest Service in 1989. Lenise has worked in a variety of Planning, Budget, and Resource Management jobs, splitting time between the western U.S. and Washington D.C. Lenise has been serving as Acting Associate Chief since September, 2017 and was named Associate Chief in November, 2018.

Speaker



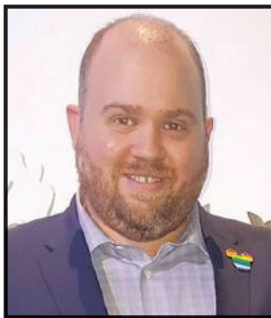
Meghan Walter
State Hydraulic Engineer
 Natural Resources Conservation Service (NRCS)

Meghan Walter is the State Hydraulic Engineer for in Oregon, where she provides technical expertise in dam safety, hydrology, hydraulic engineering, and watershed restoration. She holds Bachelor's and Master's degrees in Civil Engineering from the University of Iowa and Tufts University, respectively. Meghan is the President of Equality USDA and serves as the Chair of Pride in Federal Service, an interagency work group of 30+ federal agencies that focuses on equal opportunity and employee engagement related to sexual orientation, gender identity, and gender expression. Prior to her work with Equality USDA and Pride in Federal Service, Meghan served as an LGBTQ+ Special Emphasis Program Manager at NRCS for six years. In 2015, Meghan received the Shining Star Award from USDA GLOBE (now Equality USDA) for her efforts advocating for LGBTQ+ employees at USDA.



TREMAYNE WILSON
Agricultural Statistician
 National Agricultural Statistics Service (NASS)

Tremayne Wilson is an Agricultural Statistician for NASS. He also serves as the National LGBTQ+ Special Emphasis Program Manager (SEPM) for NASS and is a member and serves as the Chair of the Membership Committee for Equality USDA. Through his SEPM and Equality USDA duties, he serves as a liaison for not only NASS employees, but also for other USDA employees for issues that affect the LGBTQ+ communities. He works with other SEPM's from other Agencies within the Department, along with employees of USDA to accomplish this purpose.



JEREMY WOOD
Management Analyst; Communications Director, Equality USDA
 North Carolina Office, Natural Resources Conservation Service (NRCS)

Jeremy Wood is a Management Analyst in North Carolina for NRCS. For over eight years, Jeremy has served as a Special Emphasis Program Manager (SEPM) for the LGBTQ+ Programs at APHIS and NRCS, and currently serves as the National LGBTQ+ SEPM for NRCS. In this role, he's worked with SEPMs from across the Department under our One USDA focus. Jeremy also serves as the Communications Director for Equality USDA, the employee resource group for LGBTQ+ USDA employees and retirees. He has worked tirelessly over the past three years with his department colleagues to revitalize, restructure, and rebrand USDA GLOBE as Equality USDA, an inclusive and effective ERG in service of our fellow LGBTQ+ employees.



BARBARA RATER
Director, Census and Survey Division
 National Agricultural Statistics Service (NASS)

Barbara Rater serves as the Director of the Census and Survey Division where she provides leadership and oversight to sustaining the high quality of USDA's National Agricultural Statistics Service census and survey data collection processes. She has led national programs and spearheaded international initiatives in efforts related to the collection, evaluation, and dissemination of agricultural statistics. Growing up in a military family, she is a native of Fort Leonard Wood, Missouri. Barbara received her bachelor's degree from the University of Maryland College Park and is a graduate of the Key Executive Leadership Program from American University's School of Public Administration.

Keynote Speaker



MARK SEGAL
Author and Publisher

Mark Segal is the founder and publisher of the Philadelphia Gay News (PGN). He has served as President of both the National LGBT Press Association and the National Gay Newspaper Guild. In 2015, he published his memoir “And then I danced: Traveling the road to LGBT equality”. In 2018, the Philadelphia Gay News was named one of the nation’s best weekly newspaper by the National Newspaper Association.

Mr. Segal was a participant of the Stonewall uprising in New York City in 1969, a pivotal moment in the fight for LGBTQ+ equality.

Mr. Segal was a founding member of Gay Liberation front, founder of the Gay Youth, and member of The Christopher Street Gay Liberation Day committee, which created the first Gay Pride in 1970.

Segal was recently inducted into the National Lesbian & Gay Journalist Association’s Hall of Fame and was appointed a member of the Comcast/NBCUniversal Joint Diversity Board, where he advises the entertainment giant on LGBT issues. Last year his personal papers and artifacts from the last 50 years were added to the collection of The Smithsonian Institute of American history in Washington DC.

From organizing the first Pride March in 1970, to founding Philadelphia Gay News and staging takeovers of nationally broadcast news programs, he established himself as an influential civil rights activists in U.S. history.





"All of us who are openly gay are living and writing the history of our movement. We are no more - and no less - heroic than the suffragists and abolitionists of the 19th century; and the labor organizers, Freedom Riders, Stonewall demonstrators, and environmentalists of the 20th century. We are ordinary people, living our lives, and trying as civil-rights activist Dorothy Cotton said, to 'fix what ain't right' in our society."

– Senator Tammy Baldwin

"I'm living by example by continuing on with my career and having a full, rich life, and I am incidentally gay."

– Portia DeRossi

"I've been embraced by a new community. That's what happens when you're finally honest about who you are; you find others like you."

– Chaz Bono

"Somebody, your father or mine, should have told us that not many people have ever died of love. But multitudes have perished, and are perishing every hour-- and in the oddest places!--for the lack of it."

– Author James Baldwin

"We should indeed keep calm in the face of difference, and live our lives in a state of inclusion and wonder at the diversity of humanity."

– George Takei



Pride Flags

A pride flag typically refers to any flag that represents a segment of the LGBTQ+ community. The rainbow flag is the most widely used LGBTQ+ flag and symbol in general. There are derivations of the rainbow flag that are used to focus attention on specific sub-groups within the community (for example, Transgender Pride.)

On June 8, 2017, the city of Philadelphia adopted a revised version of the rainbow flag, adding black and brown stripes to the top of the standard six-color flag, “to highlight black and brown LGBTQ+ members within the city’s community.” At Equality USDA, we have adopted the use of this variation to acknowledge LGBTQ+ People of Color.

Below are many of the various Pride flags in use and some information on their meanings and origins. The graphic featured on our program and poster uses these flags to represent the diversity in the LGBTQ+ community and the ever evolving face of LGBTQ+ equality as we work to Grow Our Future.

Traditional Gay Pride Flag



This is the most familiar flag. In 1979, the community landed on this six-color version, which was hung from lampposts in San Francisco.

Bisexual Flag



Designed by Michael Page in 1988, the flag brings visibility to the bisexual community, showing the overlap of the stereotypical colors for boys and girls.

Genderqueer Flag



Created in 2011 by Marilyn Roxie, the genderqueer flag highlights androgyny with lavender, agender identities with white, and nonbinary people with green.

Philadelphia People of Color-Inclusive Flag



Noting that queer people of color are often not fully included in the LGBT community, the city of Philadelphia added two colors — black and brown — to the Pride flag in their honor.

Transgender Flag



Monica Helms, a trans woman, designed this flag in 1999, and it was first flown at a Pride Parade in Phoenix a year later. “The light blue is the traditional color for baby boys, pink is for girls, and the white in the middle is for those who are transitioning, those who feel they have a neutral gender or no gender, and those who are intersexed,” Helms noted. “The pattern is such that no matter which way you fly it, it will always be correct.”

Aromantic Flag



While asexual flags use purple to show their lack of sexual attraction, aromantic flags use green to celebrate the people who live without romantic attraction.

Pride Flags

Lesbian Flag



This flag is meant to be a symbol for all lesbians, a symbol for the diversity of lesbians and the lesbian experiences, and a symbol of unity within the community, no matter our differences.

Genderfluid/Genderflexible Flag



Encompassing the fluctuations and the flexibility of gender in genderfluid people, the flag features colors associated with femininity, masculinity, and everything in between. The pink stands for femininity. The white represents the lack of gender. The purple represents the combination of masculinity and femininity. The black symbolizes all genders, including third genders. The blue reflects masculinity.

Asexual Flag



The asexual flag was created in 2010. Inspired by the Asexual Visibility and Education Network logo, it represents many identities, including graysexuals (the fluid area between sexuals and asexuals) and demisexuals (people who don't experience sexual attraction unless they have an emotional connection with their partners.)

Non Binary Flag



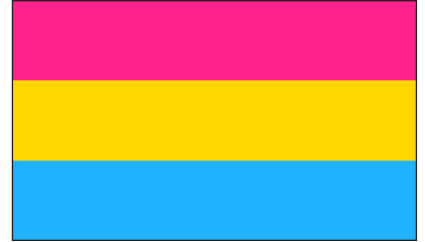
Created by 17-year-old Kye Rowan in 2014, this flag was a response to nonbinary people feeling improperly represented by the genderqueer flag. The yellow symbolizes gender outside a binary. The white represents those with many or all genders, purple for those who feel both binary male and female or fluid between them and black is for the agender community, without sexuality or color.

Intersex Flag



Designed in 2013 by the organization Intersex International Australia, this flag intentionally features nongendered colors that celebrate living outside the binary.

Pansexual Flag



Created on the web in 2010, this flag has colors that represent pansexuality's interest in all genders as partners. The pink represents women, yellow nonbinary and gender-nonconforming people, and the blue is for men.



LGBTQ+ Special Emphasis Program Managers

Agricultural Marketing Service (AMS)
Jonathan Senn-Carter
jonathan.senn@usda.gov
202-572-8172

Agricultural Research Service (ARS)
Debra Owens-Coleman
Debra.Owens@ARS.USDA.GOV
(979) 260-9416

Animal & Plant Health Inspection Service (APHIS)
Patrick Johnson
patrick.johnson@usda.gov
301-851-3137

Economic Research Service (ERS)
Kevin Hunt
kevin.hunt3@usda.gov
(202) 694-5021

Food & Nutrition Service (FNS)
Marchee Briant
marchee.briant@usda.gov
609-259-5020

Food Safety & Inspection Service (FSIS)
Kimberly Kelley
Kimberly.Kelley@fsis.usda.gov
301-289-9730

Foreign Agricultural Service (FAS)
Nicola Sakhleh
Nicola.Sakhleh@fas.usda.gov
202-720-4228

Forest Service
Amy Reid
amy.reid@usda.gov
760-788-0250x (b) (6)

National Agricultural Statistics Service (NASS)
Tremayne Wilson
tremayne.wilson@usda.gov
202-690-8804

National Institute of Food & Agriculture (NIFA)
Brent Elrod
belrod@nifa.usda.gov
(b) (6)

Natural Resources Conservation Service (NRCS)
Jeremy Wood
jeremy.wood@usda.gov
919-873-2193

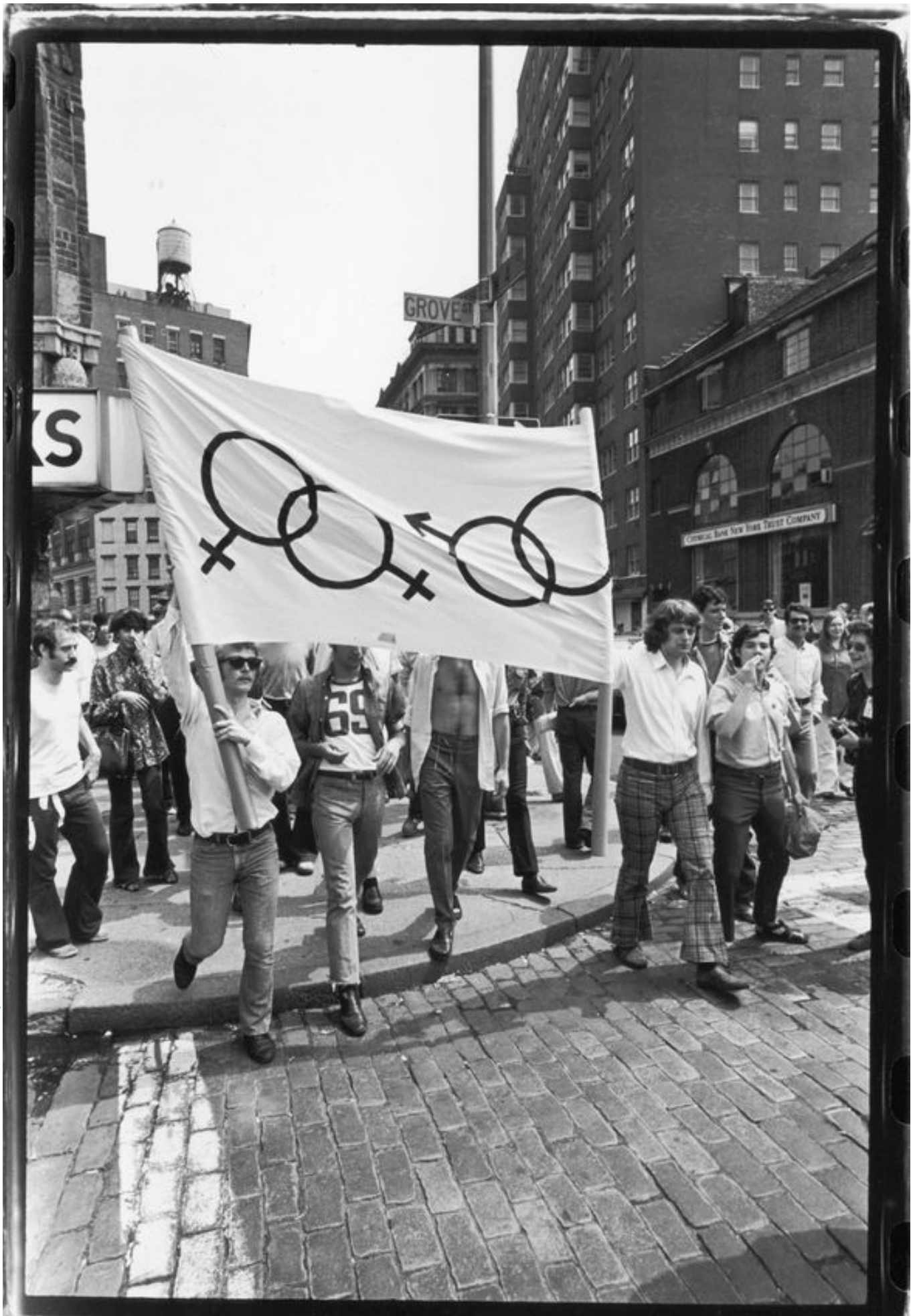
Office of the Chief Information Officer (OCIO)
Cynthia Larkins
cynthia.larkins@usda.gov
202-720-7232

Risk Management Agency (RMA)
Alex Christensen
Alex.Christensen@usda.gov
202-690-5881



Stonewall Riots

In the early hours of June 28, 1969, New York City police raided the Stonewall Inn, a gay club located in Greenwich Village in New York City. The raid sparked a riot among bar patrons and neighborhood residents as police roughly hauled employees and patrons out of the bar, leading to six days of protests and violent clashes with law enforcement outside the bar on Christopher Street, in neighboring streets and in nearby Christopher Park. The Stonewall Riots served as a catalyst for the gay rights movement in the United States and around the world.



U.S. Equal Employment Opportunity Commission

LGBTQ+ Employment Nondiscrimination

Sexual orientation and gender identity are workplace issues because historically, there were federal policies in place that allowed for the investigation and dismissal of LGBTQ+ employees. Prior to 1975, Federal Government policy considered an individual's sexual orientation when determining suitability for Federal employment. Although we will never know the exact number of individuals who were denied employment or who had their employment terminated based on their actual or assumed sexual orientation, one estimate places this number between 7,000 and 10,000 in the 1950's alone. It is impossible to determine the number of individuals who may not have sought Federal employment due to the knowledge that their sexual orientation made them ineligible for selection. (MSPB, 2014).

In 1953, President Eisenhower issued Executive Order 10450. It charged the heads of federal agencies and the Office of Personnel Management, supported by the Federal Bureau of Investigation, with investigating federal employees to determine whether they posed security risks. It expanded the definitions and conditions used to make such determinations. Previously, the criteria used to define a security risk were largely political, that is, affiliation with suspect organizations or a clear demonstration of disloyalty. Executive Order 10450 added more general estimations of character, stability, and reliability. Its language was broad: "Any criminal, infamous, dishonest, immoral, or notoriously disgraceful conduct, habitual use of intoxicants to excess, drug addiction, or sexual perversion" was grounds for investigation and dismissal. While Executive Order 10450 led to the famous Red Scare, it also led to the lesser known Lavendar Scare, during which thousands of LGBTQ+ were investigated, dismissed, or fired from federal service.

Since the Lavender Scare of the 1950's and 1960's, federal law has progressed to allow for protections against discrimination based on sexual orientation and gender identity. In 1995 when President Bill Clinton removed sexual orientation as a security clearance issue with Executive Order 12968. In 1998, President Clinton issued Presidential Executive Order 13087 to provide for a uniform policy for the federal government to prohibit discrimination based on sexual orientation.

The U.S. Equal Employment Opportunity Commission (Commission) is responsible for enforcing federal laws that make it illegal to discriminate in employment against a job applicant, employee, or former employee because of the person's race, color, religion, sex (including pregnancy), national origin, age (40 or older), disability or genetic information. These federal laws also prohibit employers from retaliating against workers who oppose discriminatory employment practices or against those who participate in an employment discrimination proceeding.

While Title VII of the Civil Rights Act of 1964 does not explicitly include sexual orientation or gender identity in its list of protected bases, the Commission, consistent with Supreme Court case law holding that employment actions motivated by gender stereotyping are unlawful sex discrimination and other court decisions, interprets the statute's sex discrimination provision as prohibiting discrimination against employees on the basis of sexual orientation and gender identity.

Over the past several years the Commission has set forth its position in several published decisions involving federal employment. These decisions explain the legal basis for concluding that LGBT-related discrimination constitutes sex discrimination under Title VII, and give examples of what would be considered unlawful. In so ruling, the Commission has not recognized any new protected characteristics under Title VII. Rather, it has applied existing Title VII precedents to sex discrimination claims raised by LGBT individuals. The Commission has reiterated these positions through recent amicus curiae briefs and litigation against private companies.

The Commission interprets and enforces Title VII's prohibition of sex discrimination as forbidding any employment discrimination based on gender identity or sexual orientation. These protections apply regardless of any contrary state or local laws.

Through investigation, conciliation, and litigation of charges by individuals against private sector employers, as well as hearings and appeals for federal sector workers, the Commission has taken the position that existing sex discrimination provisions in Title VII protect lesbian, gay, bisexual, and transgender (LGBT) applicants and employees against employment bias. The Commission has obtained approximately \$6.4 million in monetary relief for individuals, as well as numerous employer policy changes, in voluntary resolutions of LGBT discrimination charges under Title VII since data collection began in 2013. A growing number of court decisions have endorsed the Commission's interpretation of Title VII.



"I believe that no one should ever have to choose between a career we love and living our lives with authenticity and integrity."

– Out & Equal Executive Director Selisse Berry



Links and Resources

OPM-EEOC-OSC-MSPB Guide: Addressing Sexual Orientation and Gender Identity Discrimination in Federal Civilian Employment, www.opm.gov/LGBTGuide

Processing Complaints of Discrimination by Lesbian, Gay, Bisexual, and Transgender (LGBT) Federal Employees www.eeoc.gov/federal/directives/lgbt_complaint_processing.cfm

What you Should Know about EEOC and the Enforcement Protections for LGBT Workers www.eeoc.gov/eeoc/newsroom/wysk/enforcement_protections_lgbt_workers.cfm

Fact Sheet on Recent EEOC Litigation Regarding Title VII & LGBT-Related Discrimination, www.eeoc.gov/eeoc/litigation/selected/lgbt_facts.cfm

Examples of Court Decisions Supporting Coverage of LGBT-Related Discrimination Under Title VII, www.eeoc.gov/eeoc/newsroom/wysk/lgbt_examples_decisions.cfm

Federal Sector Cases Involving LGBT Individuals, www.eeoc.gov/federal/reports/lgbt_cases.cfm

Brochure on Preventing Employment Discrimination Against Lesbian, Gay, Bisexual, or Transgender Employees, http://www.eeoc.gov/eeoc/publications/brochure-gender_stereotyping.cfm.

Bathroom/Facility Access and Transgender Employees, www.eeoc.gov/eeoc/publications/fs-bathroom-access-transgender.cfm

U.S. Department of Labor/OSHA Guide to Restroom Access for Transgender Workers, <https://www.osha.gov/Publications/OSHA3795.pdf>

Guide to being a trans ally: <https://pflag.org/publication/guidetobeingatransally>
Resources and support for family members of LGBTQ+: <https://pflag.org/family>
Out & Equal Workplace advocates: <https://outandequal.org/>



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EQUALITY USDA

The employee resource group for USDA's LGBT+ employees and retirees.

Our Mission:

The mission of Equality USDA is to create and continue to foster a work environment free of discrimination and harassment based on sexual orientation, gender identity, and gender expression.

Our Vision:

Equality USDA seeks to make USDA a place where you can grow your own destiny, no matter who you are or whom you love.

Interested In Joining Equality USDA?

We're working to create a group that is welcoming and supportive to all employees and retirees, regardless of sexual orientation or gender identity.

For more information and to enroll visit

www.equalityusda.org



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